



DEPARTMENT OF THE ARMY  
U.S. ARMY CORPS OF ENGINEERS  
WASHINGTON, D.C. 20314-1000

REPLY TO  
ATTENTION OF:

CEEO (690-12)

14 September 2004

COMMANDER'S POLICY MEMORANDUM

SUBJECT: Equal Employment Opportunity and Sexual Harassment

1. Equal employment opportunity is the responsibility of leaders at all levels. All employment policies, practices and decisions must be free of any form of discrimination based on race, color, religion, sex, age, national origin, or disability. Sexual harassment is intolerable and will not be condoned. Disabilities of employees, applicants, and visitors to our facilities will be reasonably accommodated.
2. Every person deserves to be treated with dignity and respect. Individuals who believe they have experienced discrimination or sexual harassment should address their concerns promptly with the chain of supervision or with the Equal Employment Opportunity Office. Leaders will address these matters swiftly, fairly, and effectively. Participation in the complaint system will be free from intimidation and reprisal.
3. As a model employer, the U.S. Army Corps of Engineers should reflect our Nation's racial, ethnic and gender diversity. To that end, the Corps has an affirmative program of equal employment opportunity to remove any remaining barriers to achieving and maintaining a representative work force. Commanders, managers, and supervisors have responsibility for successful implementation of this program, and their achievements should be reflected in their ratings.
4. Commanders throughout the Corps of Engineers will publish and post endorsements of this policy and will affirm their personal commitment to the principles and objectives of equal employment opportunity.

A handwritten signature in black ink, appearing to read "Carl A. Strock", is positioned above the printed name.

CARL A. STROCK  
Lieutenant General, USA  
Commanding